



ILLINOIS DEPARTMENT OF LABOR

JB PRITZKER
GOVERNOR

JANE R. FLANAGAN
DIRECTOR

April 15, 2026

Illinois Power Agency
105 West Madison Street, Suite 1401
Chicago, IL 60602
Via Electronic Mail: Brian.Granahan@illinois.gov; Sarah.Duffy@illinois.gov

Dear Director Granahan,

Pursuant to Public Act 102-662, commonly referred to as the Climate and Equitable Jobs Act (CEJA), the Illinois Department of Labor is required to publish a report summarizing the racial and gender diversity of the workforce on all clean energy projects by county. The report shall compare the race, ethnicity, and gender of the workers on covered clean energy sector projects to the general population of the county in which the project is located. The report is required to compare the race ethnicity, and gender of workers who reside in Illinois and those who reside outside of Illinois. Furthermore, the report shall also include the race, ethnicity, and gender of the workers by prevailing wage classification.

This report is to be filed by April 15th of every year. The Illinois Department of Labor presents this fourth annual report in order to inform its program evaluations, recommendations, and objective pursuant to Section 5-65 of the Energy Transition Act (20 ILCS 730).

Methodology

The Illinois Department of Labor enforces the Prevailing Wage Act (820 ILCS 130). Under Public Act 100-1177, all public works contractors are required to file certified transcript of payrolls in an electronic database with the Illinois Department of Labor. Pursuant to the Prevailing Wage Act, those certified payroll records contain demographic information regarding the workers on public works projects, the county in which those workers live, and location of the public works project. After the passage of CEJA, Public Act 102-662, the Illinois Department of Labor added a checkbox to our portal for contractors filing payrolls to select, indicating that their project was a covered clean energy project. To produce this report, the Department isolated those projects that the contractor had identified as clean energy projects and then analyzed the data. As such, the analysis contained within the report is only as good as the data identified and submitted to us. For this reason, while the CEJA statute asks the Department to disaggregate data to compare the race, ethnicity, and gender of workers employed by union and non-union contractors, certified payroll records do not indicate whether a contractor is a union or nonunion contractor, and thus the Department does not have the necessary information to produce that data for this report.

Contents

The enclosed preliminary report includes the following:

- One file that disaggregates workers who performed work on clean energy projects that live in Illinois and those that do not live in Illinois.
- One file that shows the racial breakdown of workers on clean energy projects in each county.

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- Three files that compares the demographics of workers on clean energy projects by county to the U.S. Census Bureau estimate of the demographic makeup for each such county. The three files include a comparison of race, a comparison of gender, and a comparison of ethnicity. Census estimates are updated in September for the previous year. Therefore, the Census data represented in this report reflects 2024 Census Estimates Source: [County Population by Characteristics: 2020 - 2024](#).
- One file that disaggregates the data for each worker by prevailing wage classification in each county that worked on a clean energy project.

We look forward to continuing to collaborate with you to improve this report from year to year. Please do not hesitate to reach out with any questions on it.

Very Truly Yours,

A handwritten signature in black ink, appearing to read "Jane R. Flanagan", with a long horizontal flourish extending to the right.

Jane R. Flanagan
Director
Illinois Department of Labor

Cc: Bria Scudder, Deputy Governor for Public Safety, Infrastructure, Environment & Energy
Andy Manar, Deputy Governor for Budget & Economy